CATALOGUE OF PROVINCIAL PROGRAMS COST-SHARED THROUGH THE VOCATIONAL REHABILITATION OF DISABLED PERSONS AGREEMENT

Province of British Columbia
Ministry of Labour

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PROVINCIAL PROGRAMS COST-SHARED
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I. BRITISH COLUMBIA

In the Province of British Columbia, the authority and responsibility for administration of the Vocational Rehabilitation of Disabled Persons Agreement rests with the Provincial Coordinator of Vocational Rehabilitation, Ministry of Labour.

The following information describes the various provincial programs and services currently cost-shared under the Vocational Rehabilitation of Disabled Persons Agreement.

A. MINISTRY OF EDUCATION

1. Western Institute for the Deaf Grant

An annual grant is provided by the Ministry to the Western Institute for the Deaf for the provision of interpreting services to hearing disabled persons attending provincial colleges or institutes.

2. Adult Basic & Adult Special Education Programs

The provincial college and institutes staff who develop, deliver, provide valuable support service and evaluate adult basic education and adult special education programs contribute significantly to the vocational rehabilitation program in British Columbia.

B. MINISTRY OF HEALTH

1. Alcohol & Drug Programs

a) Central Office

This office is responsible for the central coordination and administration of the Alcohol and Drug Treatment Program in British Columbia. Components shared under this unit include:

i) Information Services - This division provides information on all aspects of chemical use and abuse for general and professional use. Information services maintains a comprehensive pamphlet service, and a library including books, periodicals, video tapes and films designed to keep the staff working in rehabilitative programs current on treatment, trends and new developments.

ii) Data Information Systems - The Data Information Systems Division aids and advises the Alcohol and Drug Programs management in determining purposes, objectives, priorities, and content of various information systems, agency financial systems, and ministry and agency personnel systems.

The division's primary functions are to maintain information on client status including drug use, employment status, education and source of referral to assist in the planning, development and evaluation of treatment programs.

iii) Staff Training Division - This Division is responsible for assessing the training needs of ministry and agency staff providing the Alcohol and Drug Programs services throughout the province. Based on an analyses of the training needs, the division plans, implements and coordinates training programs, evaluates effectiveness and efficiency of training programs and materials and recommends training policies and programs based on evaluation, developments in the education field and new treatment techniques.

iv) Program Evaluation - The Evaluation Division evaluates all direct service and funded programs which are designed for the treatment of substance abuse and related programs:

- to determine the efficiency and efficacy of the programs;
- to assist in the enhancement of the quality of service;
- to set standards of performance;
- to ascertain staff development and training needs and to recommend resources and programs;

- to determine client and consumer satisfaction with alcohol and drug treatment services;
- to recommend changes or development in services based on client and consumer satisfaction, population changes and changing community needs;
- to determine adherence to the contract for service by the funded agencies and the achievement of objectives by the direct services.

v) Administration - The Administration Division develops, implements, monitors, and supervises all central administrative services. The Division liaises with staff on questions of administrative procedures and policies; represents the ADP in dealing with other Ministries and within the Ministry of Health on questions relating to administration; is responsible for the administration of 16 Federal and Provincial statutes, preparation and coordination of ADP budget and the ADP submissions under the VRDP Agreement.

b) Outpatient Clinics

These clinics provide detoxification programs including counselling, vocational rehabilitation services and employment related services to persons disabled through abuse of alcohol or other drugs. Staffing costs are shareable for employees directly delivering these services.

c) Funded Agencies

There are approximately 50 agencies independently operated and located throughout the province which provide direct services to persons disabled through alcohol or drug abuse. These agencies provide similar services to the outpatient clinics, including counselling, detoxification services, employment assistance and referral for other necessary services.

2. Mental Health Programs

Two major components of mental health programs are partially cost-shared through the VRDP Agreement. These areas are:

a) Residential Treatment Program

Individuals, severely disabled due to mental illness may participate in residential programs provided in local community or group homes. Among the services available to participants are assessment, pre-vocational counselling, work adjustment and job search assistance. Such programs exist in approximately 18 communities in the province.

Mental health residential program workers provide vocational rehabilitation services, and other related support services to a range of individuals.

b) Mental Health Centres

Community Mental Health Centres are in operation in approximately 30 locations throughout British Columbia. Persons disabled through mental illness have access to a wide range of services within these centres including counselling, medical referral, vocational assessment, work/life-style adjustment services and job referral assistance.

C. MINISTRY OF LABOUR

1. Vocational Rehabilitation Services

Located within the Apprenticeship & Employment Training branch of the ministry, the Vocational Rehabilitation Service provides assistance to persons who are physically or mentally disabled to prepare for gainful employment.

Services include medical evaluation; vocational assessment, counselling and guidance; provision of prosthetics, orthotics and other aids or devices, including technical aids and equipment, to remove or reduce handicaps to employment; vocational training, including academic up-grading, technical, university training and training on-the-job; assistance with job placement or job searches; follow-up job stabilization.

Rehabilitation staff coordinate the provision of these services utilizing a wide variety of community, educational and government resources.

2. Employment & Training Programs

The Apprenticeship and Employment Training Programs administers a number of employment and training programs which help to address the special employment difficulties experienced by disabled persons, women, youth, trades apprentices, etc. Two programs designed specifically for disabled persons are:

a) Training Program for Disabled Persons

This program is designed to encourage private sector employers throughout British Columbia to provide training and employment experience to persons with physical or mental disabilities. A wage subsidy equal to one-half of the individual's salary is available for up to one year, and, in addition, grants of up to $3,000 are available for work place modifications or modifications to equipment and machinery.

b) Personal Placement Program

This program provides funds to provincial government ministries to create training opportunities in government for disabled persons.

Agreement with the British Columbia Government Employees Union, in the form of a Memorandum of Understanding to the Collective Agreement, establishes the terms and conditions of program operation. Total costs of employment, including salary, health and welfare costs, holiday pay and isolation benefits are reimbursed to participating ministries.

3. Office of the Provincial Coordinator

The Office of the Provincial Coordinator is responsible for the central coordination and administration of the comprehensive vocational rehabilitation network in British Columbia. In addition to the Provincial Coordinator, program development and administration staff assist in the operation of the office.

4. Community VRDP Services

Working closely with provincial Vocational Rehabilitation Services staff, many community based organizations provide services to disabled persons through assistance with employment placement, development of on-the-job training opportunities and development of vocational assessment and work adjustment programs. During 1984/85, these agencies were:

a) **Western Institute for the Deaf** receives funds for the provision of vocational rehabilitation services for deaf and hearing impaired persons including public education, audiology services, interpreting, vocational assessment and assistance with job placement.

b) **Goodwill Enterprises for the Handicapped** has a Rehabilitation Team which provides a comprehensive vocational program including assessment, training, employment and job placement services. Located in Victoria, clients throughout the province have participated in the various programs available in this centre.

c) **Rehabilitation Counsellors** are independent Rehabilitation Counsellors, under contract with the Vocational Rehabilitation Service who provide counselling, assessment, job placement and employment stabilization services in various regions of the province.

d) **Canadian National Institute for the Blind** has Vocational Employment Counsellors located in Vancouver, who provide assessment, employment counselling, job placement and community development services for blind and visually impaired persons.

e) **Canadian Paraplegic Association** received funding to improve the availability and use of vocational rehabilitation services for disabled native indians throughout the province.

f) **Central Okanagan Child Care Resources Society** operates a vocational assessment and on-the-job training program for disabled adults in the Central Okanagan region of the province. This is a jointly funded program with the provincial Ministry of Human Resources in British Columbia.

g) **Mann & Simpson and Associates**, under contract with the Vocational Rehabilitation Service, will develop an assessment and work adjustment program for head-injured individuals.

h) **Mt.Pleasant Community Workshop** operates a Building Service Worker training program and a vocational assessment service for disabled persons. The Building Service Worker course provides training, practical work experience and assistance with employment searches on completion.

i) **Richmond Opportunity Workshop** provides vocational assessment, counselling and exploration of vocational choices for clients of the Vocational Rehabilitation Services.

j) **Surrey Rehabilitation Society Assessment Project** will improve vocational rehabilitation employment opportunities in the Surrey area through researching the local employment market, developing appropriate work sample assessment and undertaking community job placement.

k) **Vancouver General Hospital Work Assessment Program** was developed to encourage physically disabled persons to participate in a work adjustment program utilizing actual work stations within the hospital. This innovative program encourages early re-integration into the work force in a supportive, yet functional setting.

l) **Bevan Lodge Association** has developed a vocational assessment service which includes extensive assessment, development of client profiles and individual client planning, including counselling, job placement and follow-up support.

II. ALBERTA

The Provincial Government recognizes the right of disabled adults to have access to appropriate vocational rehabilitation opportunities. The provision of specialized programs for these persons is a responsibility that is shared by the departments of: Advanced Education; Hospitals and Medical Care; Manpower; and Social Services and Community Health. Federal contributions to most of these programs are made under the authority of the Vocational Rehabilitation of Disabled Persons Agreement.

A. ALBERTA SOCIAL SERVICES & COMMUNITY HEALTH

1. The Vocational Services Program of Social Services and Community Health assists in the development and ensures the delivery of a comprehensive system of community based vocational preparation options for disabled adult Albertans. Services are provided to those disabled adults who require training that is otherwise not available within the established manpower training system. The Vocational Services Program provides funding to community based non-profit organizations to provide training for disabled Albertans. The program operators have responsibility for assessing and selecting individuals, establishing individual program plans, developing training strategies, finding job placements, and being aware of communty needs for programs. Most of these programs are designed to train the mentally handicapped, however, any person with a handicapping condition, including the physically disabled, may be eligible.

There are five program levels in the continuum:

a) **Activity level programs** are designed for moderately and severely handicapped adults. These programs provide life skills and work related skills to enable trainees to move into programs offering more intensive vocational skills training.

b) **Vocational Training programs** serve moderately and mildly handicapped adults. Work skills training and personal adjustment training is provided to assist trainees move into more intense training or employment.

c) **Vocational Rehabilitation programs** are designed to serve adults identified as having physical, emotional or developmental handicaps. They provide assessment, employment preparation and placement to facilitate the transition of trainees to employment. Individuals attend a Vocational Rehabilitation program for up to twelve months.

d) **Research and demonstration programs** provide a complete continuum of training for mentally handicapped and physically disabled Albertans, similar to the first three levels in the continuum, and include a research component.

e) **Other Vocational Services** strive to meet particular needs of individuals unable to secure employment without assistance. Services such as employment placement,

homebound employment, vocational counselling and vocational support services are provided by specialized agencies or as part of the agency's vocational continuum.

In addition to these five program types, a few profoundly mentally handicapped adults receive on-site training at centres in Calgary and Red Deer.

2. Employment Opportunities Programs

The Employment Opportunities Program of Alberta Social Services and Community Health provides employment preparation and placement services in eleven areas of the province to individuals in receipt of social allowance from the department. Many of the clients that they served are handicapped. EOP services include:

a) assessment of need and potential degree of self-sufficiency.

b) employment preparation through group counselling.

c) counselling to explore alternatives and set objectives with the client.

d) placement in suitable employment or in training leading to employment.

e) follow-up with the client and the placement to identify and correct problems as they occur.

3. Alberta Community Mental Health Clinics

Social Services and Community Health also provides vocational rehabilitation services to the mentally ill, through departmental community mental health clinics and through funding to specialized community agencies. The objectives of the Alberta Community Mental Health Clinics are to provide emotionally disabled persons with preventive and restorative services enabling these persons to maintain or return to gainful employment, including:

a) **Diagnostic Assessment Services** - medical/ psychiatric and psychological examination evaluating the client's mental status;

b) **Social Assessment Services** - by social workers and community nurses which shows causal as well as potential remedial situations in the client's environment;

c) **Remedial and Restorative Treatment Services** - delivered by members of the health disciplines employed by the Community Mental Health Clinics. The sole aim of the service is to arrest, correct or substantially modify emotional disabilities, thereby enabling the client to function as a contributing member of his/her community.

The above services include follow-up of patients discharged from the mental hospitals.

4. Alberta Alcoholism and Drug Abuse Commission

The Alberta Alcohol & Drug Addiction Commission is established to encourage healthy attitudes and behaviours to preclude the abusive use of all drugs by focussing on:

a) public awareness and behaviour
b) AADAC's leadership role
c) community mobilization
d) rehabilitation services

AADAC counsellors provide individual, group and family counselling for people who are encountering living problems associated with alcohol and drug abuse. Individual assessment with referrals to in-patient institutions or other community agencies or follow up services are provided as part of the treatment process.

AADAC's institutional Services Division provides specialized residential treatment facilities for detoxification and rehabilitation services.

Aside from programs which AADAC delivers directly, community involvement and support is encouraged through funding agencies to provide treatment, education and rehabilitation programs.

5. Alberta Hospital Edmonton

Alberta Hospital Edmonton (AHE) is a regional active treatment centre for the mentally ill. The hospital's philosophy is one of providing treatment

and programs aimed at returning a patient as quickly as possible to the community. Clinical programs include acute care, rehabilitaton and psycho-geriatrics, as well as other assessment and treatment programs.

6. Alberta Hospital Ponoka

Alberta Hospital Ponoka (AHP) is a regional active treatment centre for the mentally ill, offering rehabilitation, geriatric and alcoholism programs.

The hospitals admission services provides assessment and treatment programs for patients during the acute phase of their illness.

The goal of the rehabilitation services department is to provide effective rehabilitation services to patients in order to assist them in maintaining and/or enhancing as far as practicable, their level of functioning, improve their living skills, occupational vocational training and interpersonal and social communication skills. The ultimate goal is to reintegrate the patient to the community as a useful contributing member.

B. ALBERTA MANPOWER

Reflecting the Department's mandate and areas of responsibility, programs for the disabled have been in the areas of education, training and employment. Within the established manpower training system of the province, both specialized and integrated programs for the handicapped are available. The

responsibility of Alberta Manpower to the rehabilitative process consists of vocational assessment, career counselling, and, if training appears to be the most viable alternative, vocational training support and training allowances to program participants. The training segment of the program may take place in institutions such as universities, technical institutes, colleges, private vocational schools, or in training-on-the-job programs.

a) Alberta Career Centres

The Alberta Career Centres provide a range of services designed to enhance the career development including individual and group career counselling, interest and aptitude testing, occupational, educational and financial information and referral to training support programs. Consultation services are available to other organizations and agencies such as school guidance counsellors, social workers and human resource professionals in industry and government.

b) Special Manpower Programs

This service provides funding support for selected groups which carry out employment placement, employment promotion, and employment development activities for Albertans with special needs. Two of the supported groups deal primarily with individuals who have mental or sensory disabilities. One is within the YMCA Employment Program, Edmonton, which

operates an employment placement service for young people with disabilities. The Distinctive Employment Counselling Service of Alberta (DECSA), Edmonton, conducts employment readiness programs for clients with sensory disabilities or mental health problems. As well, DECSA conducts similar employment readiness programs for other social agencies at their request.

c) VRDP Student Support Program

Funding is available through the Employment Development Division to purchase training for the handicapped within the regular college and university system, can also provide for any specialized equipment needed by the disabled person to access training or employment, and where required, provide for training on the job.

Vocational assessment and counselling is provided through the Alberta Career Centres, by Canada Employment and Immigration Commission counsellors and counsellors of the Employment Opportunities Program of Social Services and Community Health. All applicants for the VRDP student support element must have vocational counselling, a medical assessment and must be approved by a Training/Selection Committee which currently represents Alberta Manpower, Alberta Social Services and Community Health and Canada Employment and Immigration.

Specialized enabling equipment required by disabled persons to attend training programs, such as optacons, talking calculators, talking computer terminals, talking typewriters, specialized recorders, braillers, etc., is supplied. Support services offered to students in training include: vocational counselling, tutoring, making arrangements for special examinations, parking arrangements, etc. A new program for modifying employers' facilities in order that they may hire disabled persons is also available.

C. ALBERTA ADVANCED EDUCATION

Advanced Education provides funding to post-secondary institutions for the operation of special transition/ vocational programs for adult students who are mildly mentally handicapped. The programs provide a combination of vocational training, work experience and living skills to prepare students for competitive employment. In addition, two special support programs to assist physically, visually and hearing disabled students enrolled in regular post-secondary programs are provided. This involves the provision of interpreters, tutors, special equipment and counselling to assist students cope with course requirements. Disabled students may also be eligible to receive special financial support from the Student's Finance Board for education costs and required equipment.

1. Alberta Education

Alberta Education funds school boards to provide educational programs for developmentally disabled students up to the age of 20, except for those requiring continuous nursing or medical care. For

students over 18 years, school boards may provide programs at their discretion, with funding from Alberta Education according to established guidelines.

III. SASKATCHEWAN

A. DEPARTMENT OF SOCIAL SERVICES

Saskatchewan Social Services is designated as the primary contact for vocational rehabilitation programming in the province.

The Director of Vocational Rehabilitation is responsible for policy development and general direction of the program. Cost-sharing negotiations with Health and Welfare Canada are channelled through the Federal-Provincial Arrangements Branch.

The Vocational Rehabilitation Program provides comprehensive vocational rehabilitation services for mentally and physically disabled adults within the normal working age who have potential for meaningful, gainful employment if given appropriate services or training opportunities.

The Department of Social Services is responsible for program administration; providing assessment/evaluation; providing technical aids and equipment to enhance employment; provision of benefits related to need in excess of training allowances; and staff development.

The Employment Support and Breakthrough Programs are administered through this department, and grants are provided to the CNIB, Voice of the Handicapped, Canadian Paraplegic Association, Services for Hearing Impaired Persons, Saskatchewan Association of Rehabilitation Centres, and Sheltered Workshops and Activity Centers in the Province.

B. ADVANCED EDUCATION & MANPOWER

All training-related costs to allowable limits, including bursaries to subsidize Canada Student Loans, training allowances, tuition, books and/or educational supplies, transporation and subsidization of training on-the-job are the responsibility of this department. As well, Advanced Education and Manpower provides grant subsidies to certain non-government organizations for counselling and placement of special needs and Vocational Rehabilitation clients. These agencies include:

Canadian Mental Health Association
Canadian Paraplegic Association
Saskatchewan Association for the Mentally Retarded
Services for Hearing Impaired Persons
Wascana Hospital
Saskatchewan Association of Rehabilitation Centres

C. HEALTH DEPARTMENT

Certain portions of the Aids to Independent Living and Psychiatric Programs qualify under VRDP as a contributing factor of the comprehensive vocational rehabilitation program. The operation of the provincial Alcoholism Commission Programs, detoxification centres, and rehabilitation services and community alcohol programs are administered through Saskatchewan Health. As well, a grant is provided to the Saskatchewan Division of the Canadian Mental Health Association.

D. JUSTICE DEPARTMENT

Components of the Community Corrections Programs, and grant subsidies to the John Howard Society also contribute significantly to the comprehensive vocational rehabilitation network in Saskatchewan.

E. PUBLIC SERVICE COMMISSION

The Saskatchewan Public Service Commission has adopted an Affirmative Action program to encourage employment of disabled persons in the provincial government.

F. DEPARTMENT OF EDUCATION

Special education services are available for disabled persons through the Department of Education, including programs for visually impaired, hearing impaired and severely handicapped persons.

IV. MANITOBA

A. VOCATIONAL REHABILITATION PROGRAM

Vocational rehabilitation services are avialable to a broad range of disabled clients who are deemed capable, with training, of "substantial gainful employment".

Planning, coordination, direction and review of the VRDP Agreement is delivered coterminous with assessment and training of clients in a variety of work training settings both in assessment/training centres and the private business sector.

Staff training at the field level and in assessment training centres is an ongoing process which enables the fullest utilization and development of volunteers and other community resources.

B. MENTAL HEALTH CENTRES

1. Selkirk Mental Health Centre

Vocational rehabilitation services are provided through the Occupational Therapy Department at the Selkirk Mental Health Centre. The three major components of the vocational rehabilitation program are:

a) assessment: general, pre-vocational work simulation, daily living;
b) evaluation: general functioning, diagnostic assistance and prognosis;
c) treatment: based on the results of assessment and evaluations.

In the specialized Occupational Therapy programs the patient's vocational rehabilitative needs are directly addressed and programs for retraining are established in the Home Unit. The Occupational Therapist assesses the patient's work skills and designs an appropriate program for training. Pre-vocational assessments are conducted in the individual treatment units with further vocational programs conducted in the work simulation activities of the Vocational Shop and Patient Employment programs.

For those patients who require more long term care, the Occupational Therapy programs offer a sheltered work situation as well as offering programs to maintain an optimal level of general functioning.

2. Brandon Mental Health Centre

The Mental Health Centre, through the Occupational Therapy and Adjustment Services departments, provides a comprehensive psychiatric service, including treatment and training programs, to the western regions of Manitoba. The Centre is organized in treatment units and programmes to provide this service.

On the Admission Unit, the instructors assess behaviour as it relates to employability. On the Rehabilitation and Behaviour Therapy Units patients skill deficits are assessed and referrals made to the Industrial Programme. In this programme, work adjustment skills are examined in real job situations and pre-vocational training instituted

where required. Upon success of this process patients are referred to the employment market or Rehabilitation Services for further assistance in the community.

3. Eden Mental Health Centre

Vocational rehabilitation services available at Eden Mental Health Centre include a woodworking shop as well as a ceramics and crafts area.

Staff and patients also work together to maintain grounds and gardens in the Centre.

C. COMMUNITY MENTAL HEALTH SERVICES

The objective of the Manitoba Mental Health Community Services is to provide services that will aid individuals in maximizing their intellectual and emotional capacities in order to lead as full and productive lives as is possible.

These services include:

1. Diagnostic Assessment Services

Medical/psychiatric and psychological examination evaluating the client's mental status.

2. Social Assessment

By Social Workers and Community Nurses which show casual as well as potential remedial situations in the client's environment.

3. Remedial & Restorative Treatment Services

A wide range of remedial and restorative services are delivered by members of the 8 regional offices and centre staff working in the communities, in order to arrest, correct or substantially modify emotional disabilities, thereby enabling the client to function as a contributing member of his/her community. Since their establishment in 1975 the Community Mental Health workers have substantially contributed to the reduction of admissions at the Manitoba mental health centres in Selkirk and Brandon.

D. ALCOHOLISM FOUNDATION OF MANITOBA

The Alcoholism Foundation of Manitoba provides rehabilitative services to persons whose abilities are impaired by addiction to alcohol or other drugs. Services are provided in residential as well as non-residential locations throughout the province, to meet the following objectives:

1. Addiction acceptance by the client and agreement of the need for treatment;

2. Identify personal factors leading to alcoholism and drug abuse;

3. Persuade individuals to develop new patterns of living, and to provide support through community resources and family.

Individual and group counselling is designed to give clients sufficient support and knowledge to accept responsibility for their life, and to live chemically free as the first steps in preparing to joint the work force.

E. COMMUNITY AGENCIES

1. Society for Crippled Children & Adults of Manitoba

The Society for Crippled Children and Adults of Manitoba is the central agency involved in the vocational rehabilitation of disabled persons in Manitoba. This Society provides a comprehensive array of rehabilitation services to meet the vocational needs of persons with physical disabilities and to help the individual achieve his or her maximum vocational potential. They include referral, screening, counselling, pre-vocational and vocational assessment, medical assessment and consultation, psychological assessment, education, employment preparation and training, job placement, and follow-up.

Teams of professional counselling, technical, psychology and administrative support staff work cooperatively with individual clients and in consultation with community agencies and resources.

The Society for Crippled Children and Adults of Manitoba serves as the major vocational rehabilitation provider to persons with physical disabilities.

2. Canadian Paraplegic Association

Rehabilitation counselling services to spinal cord injured adults is provided through the Canadian Paraplegic Association.

3. Canadian National Institute for the Blind

Serving visually impaired persons throughout Manitoba, the Rehabilitation Services Department of CNIB is comprised of professional social workers, rehabilitation teachers, employment counsellors, an orientation and mobility instructor, and an occupational therapist.

Whenever possible and practical, CNIB works closely with various community based professionals and resources to facilitate the accomplishment of the goals of rehabilitation and employment. Direct services at CNIB are implemented through a multi-disciplinary team approach administered by a Director of Rehabilitation Services, accountable to the Executive Director of the Manitoba Division of CNIB.

CNIB services are available to those who are severely visually impaired, namely, have vision of 20/200 or less, or field restrictions of 20 degrees or less. People with visual difficulties of a less severe nature are eligible for some rehabilitation services.

F. WORKSHOPS

1. Skills Unlimited

Skills Unlimited is a Winnipeg Workshop providing evaluation/training services for clients, and a production area. Within the production area, staff prepare work for clients, evaluate and record

production progress and provide on-the-job counselling.

2. ARM Industries/Brandon Rehabilitation Centre

ARM Industries/Brandon Rehabilitation Centre is a centre providing intensive vocational rehabilitation service for individuals whose physical, mental or social disabilities interfere with obtaining or maintaining employment.

During the evaluation period participants' abilities, in terms of employment and independent living, are determined through testing and observation in physical, intellectual, emotional and vocational areas. All findings are utilized to assist individuals in targeting realistic vocational plans.

Work adjustment training is an individually structured work experience primarily designed to promote physical, emotional and interpersonal tolerances for work activity, and to modify aptitudes and/or behaviours which inhibit the procurement and satisfactory performance of work. Sheltered employment is offered to persons who meet production requirements but who cannot presently cope with demands of competitive industrial standards.

3. Employment Preparation Centre

This Centre offers a similar program to ARM Industries.

V. ONTARIO

In the Province of Ontario, the authority and responsibility for administration of the Vocational Rehabilitation of Disabled Persons Agreement rests with the Provincial Coordinator, Vocational Rehabilitation, Ministry of Community and Social Services.

The following information describes the various provincial programs which have been approved by federal authorities as of February, 1985 for cost sharing under the Vocational Rehabilitation of Disabled Persons Agreement.

A. MINISTRY OF COMMUNITY AND SOCIAL SERVICES

1. Sheltered Workshops

The staff-related costs of operating subsidies paid to rehabilitation workshops are cost-shared. These costs cover staff providing assessment, training and employment placement.

2. Vocational Rehabilitation Services

A network of ministry vocational rehabilitation counsellsors provides vocational assessment, counselling and employment placement services and coordinates the purchase of restorative goods and services, home and workplace modifications and training programs on behalf of individual disabled persons.

3. Rehabilitation Agencies

The staff-related costs of ministry grants to agencies providing a vocational rehabilitation

service component are cost-shared. These agencies include the Canadian National Institute for the Blind, the Canadian Hearing Society and the Canadian Paraplegic Association. They provide vocational assessment, counselling, training and placement services for special disability groups.

4. Administration

Staff-related costs of ministry staff involved in the delivery or administration of vocational rehabilitation programs are cost-shared. Included also are related computer costs and liability benefit insurance.

B. MINISTRY OF HEALTH

1. Provincial Psychiatric Hospitals

The ministry's 10 provincially operated psychiatric hospitals provide a range of vocational rehabilitation programs providing assessment, counselling, training, placement and follow-up. The federal government contributes to the staff-related costs of these programs.

VI. NEW BRUNSWICK

A. DEPARTMENT OF SOCIAL SERVICES

1. Provincial Vocational Rehabilitation Program

The New Brunswick provincial Vocational Rehabilitation Program is comprised of thirteen staff located in five regions. In two additional regions vocational rehabilitation services are contracted to Canadian Paraplegic Association. Services are targetted to mentally and/or physically disabled adults, who are at least fifteen (15) years of age, and include services of assessment, counselling, education, training and assistance to employment.

2. Sheltered Training & Employment

Sheltered training and employment opportunities are located in 25 work centres located throughout the province.

3. Community Mental Health

New Brunswick has established seven community mental health centres, six sub-clinics and several mobile mental health units which provide rehabilitation and vocational services for up to 15,000 persons annually. These services include support therapy and counselling, assessment, treatment and emergency services.

Community support and treatment follow-up services are also available.

4. Alcohol & Drug Programs

Alcohol and drug services are provided through seven detox centres, two residential treatment centres and various outpatient clinics. Staff members deliver such services as educational and preventative programs, justice intervention, special group lecturing and programs, and programs to youth in schools.

B. COMMUNITY AGENCIES

1. Canadian Paraplegic Association

Canadian Paraplegic Association provides vocational rehabilitation services in New Brunswick. In addition, in two regions of the province, CPA counsellors perform the duties necessary to handle clients of the Department of Social Services' VRDP program.

2. Canadian National Institute for the Blind

A number of positions with the CNIB provide disability prevention and public education programs, training and employment preparation services, assessment, counselling, mobility training and braille translation services for visually impaired persons in New Brunswick.

VII. NOVA SCOTIA

Under the Federal Provincial Vocational Rehabilitation of Disabled Persons Act and Agreement (VRDP) this program provides assessment and planning services to disabled persons throughout the province. The VRDP Agreement establishes the definition of disability and the financial commitment in which the two levels of government will participate. There is no comparable provincial legislation respecting the provision of the Vocational Rehabilitation Services to Disabled Persons. In Nova Scotia the overall objective of the program is to enable disabled persons through the intervention of Vocational Rehabilitation Services to become capable of pursuing a substantially gainful occupation, which can include a range of occupational activity from a sheltered workshop environment to competitive employment on a part or full time basis.

A. VOCATIONAL REHABILITATION PROGRAM

The Coordinator and two Consultants provide administrative and support services to 14 Vocational Rehabilitation Counsellors in 11 district offices throughout the province. In administering the program, efforts to ensure adequate coordination of service to a provincial standard are undertaken. Program evaluation, staff training and research functions are also undertaken through this office.

Vocational Rehabilitation Counsellors provide direct service to all disabled persons, and in Nova Scotia contracting with other agencies for the provision of Vocational Rehabilitation Services is not undertaken. Coordination with agencies is undertaken to ensure that there is no duplication of effort.

Based on needs identified during the development of individual vocational rehabilitation plans, services provided to disabled persons in Nova Scotia include:

1. Medical, social and vocational, and psychological assessments are provided by the Department of Social Services or purchased on a fee-for-service basis. Other specialized testing is also provided by the Department of Social Services. On-the-job work assessment programs may also be arranged.

2. Counselling ensures that remediation is directed toward any barriers that exist to vocational planning.

3. Restorative services and provision of medical, adaptive or technical aids which may be required to enable participation in a training program are provided by the Department of Social Services.

4. Placement in training and employment is focussed on enabling disabled persons to enter training programs for which there is a demonstrated labour market need. Training opportunities range from pre-vocational training to university and other post-secondary educational opportunities and includes academic upgrading when required. Employment placement is undertaken in concert with the Canada Employment Centers and job stabilization services are provided. The use of the "job club" concept has been particularly successful in Nova Scotia.

The Rehabilitation Assessment Team, an inter-disciplinary team consisting of representatives from the Department of Education, Social Services, and CEIC, two physicians and a consulting psychologist, provides consultation on individual cases to ensure that

vocational goals being formulated are both maximally accommodating of the person's disability and commensurate with their skills and previous training. Training plans for individual disabled persons are consolidated by the Provincial Disabled Persons Training Selection Committee.

B. VOCATIONAL REHABILITATION WORKSHOPS

Each of the workshops claimed under VRDP provides an individualized Vocational Rehabilitation Program indexed to client need, and provides services that will augment the individiual's ability to perform in the competitive labour market.

The programs provide life skills training in a simulated work situation where participants must conform to requirements of regular hours of work and work toward an acceptable level of productivity. The program attempts to prepare participants to move from a sheltered setting to the competitive labour market.

Client liability insurance is required for disabled persons participating in work assessment and training programs.

C. DEPARTMENT OF EDUCATION

In addition to its valuable contribution as part of the Rehabilitation Assessment Team, the Training Selection Committee and in administering training arrangements for disabled persons in Nova Scotia, the Department of Education operates two pre-vocational/academic upgrading

programs for those VRDP clients requiring such training. These programs are entitled Comprehensive Basic Skills Development and four instructors are utilized to provide a program of life skills training, academic upgrading and career exploration and development. These programs are located in the adult vocational training centres in Sydney and Dartmouth, Nova Scotia.

D. NOVA SCOTIA COMMISSION ON DRUG DEPENDENCY

The Nova Scotia Commission on Drug Dependency has four major divisions which support the treatment and rehabilitation programs in the regions.

1. Treatment and Rehabilitation Division provides policy guidelines and overall provincial supervision for treatment and rehabilitation for drug dependent persons.

2. Employment Assistance Programs responds to labour and management requests for assistance with drug dependency problems in the workplace.

3. Documentation, Evaluation and Research Division develops, analyzes and interprets data on prevention and treatment policies and programs.

4. Prevention and Community Education Division provides comprehensive drug dependency prevention and education services through community based extension services, schools and youth services, training of volunteers and health care workers, as well as library and film services.

VIII PRINCE EDWARD ISLAND

Responsibility for the administration of the Vocational Rehabilitation of Disabled Persons Agreement rests with the Provincial Coordinator of Vocational Rehabilitation located in the Department of Health and Social Services. Within the Department three divisions are involved in the dleivery of the program.

A. DEPARTMENT OF HEALTH AND SOCIAL SERVICES

1. Community Rehabilitation Services

The Provincial Coordinator is located in this Division and is responsible for budget preparation and expenditures, the development and implementation of policy and procedures, and quality control of service delivery, as well as federal-provincial cost sharing issues related to the program.

The Provincial Coordinator also chairs the Provincial Training Selection Committee. Training applicatoins are submitted by field staff for consideration and decision. The budget for training and directly related costs is also controlled by the Selection Committee.

2. Child and Family Services

This Division is the main line division responsible for deliverying departmental programs including most of the services provided under VRDP. This Division is decentralized and operates five

regional offices across the Province. It operates an integrated intake system through which all Departmental Services, including VRDP, can be accessed. The Division provides many VRDP services directly and where it cannot provide a service it is responsible for acessing the service from some other source on behalf of the client. Such services may include medical, psychological, or vocational assessment; individual or family counselling; vocational traiing, provision of orthotic, prosthetic, and other aids essential to the rehabilitation process; and assistance with locating employment.

At the present time eight field staff have been designated as VRDP workers under the agreement. Staff carry a mixed case-load and few, if any are employed full-time in the delivery of VRDP services.

3. Community Mental Health

Community mental health teams are located in three offices across the province. Persons who are mentally ill may receive assessment, counselling and referral services through these teams. At the present time it has been determined that approximately 20% of the services provided can be considered as vocational rehabilitation in nature.

Two major service systems which in most other provinces are cost shared under VRDP are on P.E.I. cost shared under the Canada Assistance Plan. Because they obviously constitute part of the provincial rehabilitation system a brief description is included.

4. Addiction Services

This is a relatively large system employing over one hundred staff. A small central office staff negotiates contractual agreements with three private, non-profit incorporated agencies which offer a wide range of drug and alcohol rehabilitation services.

5. Sheltered Workshops

There are six workshops across the province which provide service for mentally retarded persons. NOne have yet been developed to service physically disabled persons. Although funded under CAP our VRDP workers have been able to negotiate special, individualized, training programs on behalf of mentally retarded VRDP clients. Such special programs were operated in addition to regular workshop programs and were paid for by the VRDP program.

IX. NEWFOUNDLAND & LABRADOR

The Rehabilitation Act of the Province of Newfoundland gives the Department of Social Services the mandate to provide services to disabled citizens. The Act is presently under review in order that it may be updated to reflect some of the thinking inspired by the International Year of Disabled Persons.

A. DEPARTMENT OF SOCIAL SERVICES

The Division is charged with ensuring provision of rehabilitation services to mentally, physically and socially disabled persons; ensuring disabled persons and others are aware of services available to them; and promoting prevention of disability. The desired results include improved quality of life, functional and financial independence of disabled persons, disability prevention and support and assistance to disabled persons to become partially or fully self-supporting.

The Director and Assistant Director provide coordination and policy direction; coordinate funding to voluntary agencies; promote programs of disability prevention and public awareness of rehabilitation; arrange training and development programs for field staff; promote new services and opportunities for disabled persons; initiate research and development programs.

Services available to disabled persons include:

1. Support Services -- such as provision of wheelchairs, prosthetics and other necessary devices in order to provide greater function and independence, accept training and employment or to function in the home without full-time assistance.

2. Training & Assessment -- including special assessments, regular vocational and university training, and special education programs. Tuition, books, transportation, maintenance, readers' allowance for blind students, interpreter services for deaf persons, and other support services are provided as required.

3. Tools, Equipment & Clothing -- to ensure disabled persons are able to accept vocational training and employment, funds are available to pay for necessary tools, equipment and clothing; to fund modifications to home, training site, or workplace to enable clients to accept training or employment or to function independently in the home.

B. MENTAL HEALTH PROGRAMS
(INCLUDING COMMUNITY MENTAL HEALTH)

The Canadian Mental Health Association in Newfoundland sponsors two Social Centres for ex-psychiatric patients:

1. St. John's -- The Centre in St. John's provides a day and night drop-in service; employment and training programs; job stations; assistance with accommodation; life skills training; recreational activities; courses in sewing and cooking.

2. Corner Brook -- In Corner Brook, the program is less employment oriented, concentrating instead on development of social skills. Specific activities include participation in discussion groups, education films and a variety of recreation programs. Where possible, the centre takes advantage of employment opportunities such as subsidized job stations under local job creation programs.

3. Gander -- In Gander a "crisis line" is funded under the Employment Branch of Canada Employment and Immigration Commission. A variety of paid and volunteer staff provide a help line fifteen hours per day, conduct seminars, bring in speakers, and generally help people in trouble by empathetic listening, referral, etc.

C. REHABILITATION WORKSHOPS

1. The Hub, Physically Handicapped Service Centre

The Hub is a voluntary, non-profit organization which aims to provide or obtain services to ensure physically disabled persons become independent, participating members of the community. Commercial services, as well as social and vocational programs, are provided.

2. Neighbourhood Goodwill Centre

The overall purpose of the Goodwill Centre is to educate and instruct handicapped people in trades and occupations, free of charge, so that they may pursue useful vocations in their respective communities. To do so, the Centre engages in a variety of non-profit making commercial activity for the purpose of providing assistance and/or employment to handicapped persons and to establish, maintain and operate workshops and retail stores.

3. WORC Programs in St.John's, Gander, Lewisporte, Corner Brook and Stephenville

This program provides vocational assessment and instruction necessary to maintain gainful employment. Criteria for acceptance into the program include:

a) a diagnosis of mental retardation;
b) at least 18 years of age
c) motivation to work
d) able to pursue competitive employment.

WORC is a three phase program. During the initial pre-employment component, the major focus is "career exploration". Phase two is "on-the-job training" wherein trainees are paid a small training allowance, and are assisted in making the adjustment to work through supportive counselling in the work place. Phase three is the "employment phase", where employees are hired, for at least the minimum wage or a negotiated subsidized salary.

4. Vera Industries

Core funding is provided to assist with the operating costs associated with Vera Industries. This program allows for the further assessment of an individual's work and social skills and prepares the handicapped person for employment in normal business or in a variety of sheltered or semi-sheltered situations.

D. ALCOHOL & DRUG DEPENDENCY COMMISSION

The Commission's goal is to contribute to the prevention and treatment of alcoholism/drug dependencies, and drug problems in Newfoundland and Labrador. The Commission provides services through education, counselling, industrial alcohol control policies, professional training, research and an information centre. The Commission has regional representation across the province at St.John's, Harbour Grace, Grand Falls, Corner Brook and Labrador.

In addition, the Commission funds three alcohol and drug related programs: Talbot House Detoxification Centre, St.John's; Harbour Light, Salvation Army Rehabilitation Centre, St.John's; and the Indian Alcohol Program, Sheshatshit, Labrador.

E. COMMUNITY AGENCIES

1. Canadian National Institute for the Blind

CNIB offers a wide range of rehabilitation services to the blind and visually impaired including employment assistance, residence accommodation, library services in Braille and Talking Books, recreational activities, educational and vocational counselling, and provision of aids and appliances.

2. Canadian Paraplegic Association

The primary objective of the Association is the total rehabilitation of all spinal cord injured persons in the province. The counsellors provide assistance and support in areas such as job

placement, housing, transporation, education, vocational training, income security, recreation, community work, public relations, and input into government planning and legislation.

3. Multiple Sclerosis Society

This agency provides education, counselling, therapy, equipment, transportation, social and employment services to persons with multiple sclerosis.

4. Consumer Organization of Disabled Persons (COD)

This agency provides advocacy services for disabled persons; promotes public awareness of the needs and rights of disabled persons; facilitates access to education, housing transporation, leisure activities, and employment for disabled persons.

5. Civic #4 Escasoni Place Ltd.

This agency, which is not cost-shared because its clients are not needs tested, provides accommodations and independent living training to persons with severe physical disability, enabling them to live independently in the community.

6. BTSD Programs

Basic Training and Skill Development Programs are for persons with special needs, physically and mentally handicapped and provides the basic academic skills of Mathematics, English (Communications) and Science. These are pre-requisite courses for other Vocational Training courses. The emphasis is on developing functional skills, and the courses are designed so that students may enter at whatever level they are able to perform and progress at their own rate.

X. YUKON

A. DEPARTMENT OF HEALTH & HUMAN RESOURCES

1. Rehabilitation Services

The Yukon Territory coordinates the administration of vocational rehabilitation services through the Department of Health and Human Resources. The Coordinator of Rehabilitation Services is responsible to coordinate, administer, stimulate and deliver vocational rehabilitation services and programs throughout the Territory.

2. Alcohol & Drug Services

The Alcohol and Drug Service programs of the Department of Health and Human Resources offer services to persons who are mentally or physically impaired as a result of alcohol/drug addictions. The nature of the impairment is in many cases severe enough to prevent the disabled person from regularly pursuing any substantially gainful occupation. The specific treatment services provided for these disabled persons, such as community counselling programs, residential treatment and detoxification programs are focused upon providing "counselling services" through which a disabled individual is helped to appraise himself, to determine feasible goals and to achieve them; providing "restorative services" through which the impairing alcohol/drug addiction is treated with the object of eliminating the dependency upon these substances and rendering the person fit to engage in a

substantially gainful occupation. Both the counselling and restorative services are viewed as preliminary stages in the total vocational rehabilitation of a disabled persons which result in the person directly entering a substantially gainful occupation or alternatively, entering into a more occupation-specific vocational training. Therefore, the counselling, residential and detoxification are specifically vocational in nature by assisting persons disabled by alcohol/drug problems to become capable of pursuing substantially gainful employment.

Alcohol and Drug Services provides the following services: alcohol/drug counselling; residential treatment; prevention/education/training; occupational programs; detoxification program; community development and intervention/leadership in the alcohol/drug field. As the primary service delivery agency of alcohol and drug treatment, education and prevention, the Alcohol and Drug Services program offers a wide range of programs. The program also provides referrals to a variety of treatment programs both within and outside Yukon, which offer more specialized and residential treatment to clients of Alcohol and Drug Services.

3. Speech Pathology Services

Speech Pathology Services provides diagnostic/assessment, treatment/counselling, prevention, education services, as well as training to other professionals.

As the primary service delivery agency of speech pathology in Yukon, referrals for service originate from many different sources, including physicians, Department of Education, Department of Human Resources, Workers' Compensation Board, and Vocational Rehabilitation Services. The nature of the clientele is hetergenous including children, teens, adults and elderly with a variety of physical or mental disabilities which result in speech and/or language disorders. The nature of this disability is in many cases severe enough to prevent the disabled person from regularly pursuing any substantially gainful occupation. The diagnostic, treatment and counselling services are restorative in nature, focused on alleviating, reducing or removing the impairment, and rendering the person fit to engage in substantially gainful occupations. In some circumstances, speech pathology services are offered in conjunction with other more occupation-specific vocational training, and in other instances it is the required treatment prior to the disabled person entering other forms of training or directly into employment.

The activities related to the in-service training of other community professionals and persons involved with disabled persons participating in other aspects of vocational rehabilitation are also viewed as expenses eligible for cost-sharing through VRDP.

XI. NORTHWEST TERRITORIES

The authority and responsibility for administration of the Vocational Rehabilitation of Disabled Persons Agreement in the Northwest Territories rests with the Coordinator, Aged and Handicapped Services, Department of Social Services.

A. DEPARTMENT OF SOCIAL SERVICES

Programs cost shared under VRDP include:

1. Alcohol & Drug

The Inuvik Alcohol Program (Delta House) and Northern Addiction Services programs in Yellowknife have five major components:

a) Detoxication Program
b) Rehabilitation Program
c) Non-residential Program
d) Recovery Follow-up Program
e) Out-patients Program

Cost sharing is based on the staff and administrative services offered as part of the Rehabilitation Program.

2. Life Skills Program

Life Skills Programs are offered in Yellowknife (Abe Miller Workshop) and in Inuvik (Inuvik Life Skills). The programs offer assessment, counselling and training in the life skills, educational upgrading, pre-vocational and vocational training, job placement and work experience.

3. Assessment and Referral of Clients for Pre-vocational and Vocational Training Programs in the Territories and Provinces

Due to the lack of services for clients requiring specialized programs, referrals are made to the provinces for these special needs (e.g., schools for the blind and deaf).

B. DEPARTMENT OF EDUCATION

The Department of Education participates in the coordination, administration and delivery of the VRDP program. Representatives sit on selection committees, process applications, counsel sponsored clients and participate in the development of individual programs.

XII. CROSS INDEX BY PROGRAM OR SERVICE

	Provinces										
Program/Service	BC	ALTA	SASK	MAN	ONT	NB	NS	PEI	NFLD	YUKON	NWT
Adult Special Educ. Programs	X	X	X				X		X		X
Alcohol & Drug Programs	X	X	X	X		X	X	X*	X	X	X
Mental Health Programs	X	X	X	X		X		X	X		
Vocational Rehabilitation Service	X	X	X	X	X	X	X	X	X	X	X
Labour Market Employment Programs	X		X								
Funded Community Service Agencies (CPA,CNIB,etc.)	X	X	X	X	X	X	X		X		
Hospital Based Programs		X			X						
Community Corrections Prg			X								
Workshops/ Activity Cntrs.	X			X	X	X		X*	X		X
Speech Pathology Services										X	
Child & Family Services								X			

* Addiction Services and Sheltered Workshops in P.E.I. are cost-shared through Canada Assistance Plan.

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